

Final Assessment Report for the 2019-2020 Cyclical Program Review of Kinesiology and Physical Education

INTRODUCTION

In accordance with Laurier's Institutional Quality Assurance Procedures ([Policy 2.1](#)), this Final Assessment Report provides a summary of the review process for the Department of Kinesiology and Physical Education prepared by the Quality Assurance Office, along with an identification of strengths of the program(s) under review authored by the Dean of Science and Dean of the Faculty of Graduate and Postdoctoral Studies. All recommendations made by the external review committee are listed in order, followed by a summary of the department's response, and the relevant decanal responses. Recommendations not approved for implementation have been identified, and those that have been prioritized are listed in the Implementation Plan.

The Final Assessment Report is reviewed and approved by the Vice-Provost: Teaching and Learning and the Provost and Vice-President: Academic. Following completion of the Final Assessment Report, it is approved by the Program Review Sub-Committee and Senate Academic Planning Committee. Approval dates are listed at the end of this report. Final Assessment Reports are submitted to Senate as part of an annual report on cyclical reviews, and to the Ontario Universities Council on Quality Assurance for information. Final Assessment Reports and Implementation Reports are posted on the public-facing page of the [Quality Assurance Office](#) website.

The Implementation Plan for the recommendations prioritized in the Final Assessment Report can be found at the end of this report. Units will submit their first Implementation Report two years following approval of the Final Assessment Report at Senate. The Implementation Report will include comments from the unit on actions taken toward the completion of recommendations, comments from the relevant Dean(s) related to the progress made, and comments from the Program Review Sub-Committee, which is responsible for approving the Implementation Report and deciding if further reports are required. The Senate Academic Planning Committee will also approve the Implementation Report.

SUMMARY OF REVIEW PROCESS

The Department of Kinesiology and Physical Education offers a Bachelor of Kinesiology (BKin), a Master of Kinesiology (MKin) and a PhD in Kinesiology. The undergraduate and Master's program were last reviewed in 2012-2013, and this was the first cyclical review of the PhD program.

The Self-Study was authored by Dr. Pam Bryden, Chair of the Department during the time that the Self-Study was being prepared, with input and feedback from the current Chair and department faculty. In addition to the Self-Study (Volume I), the department also submitted a copy of faculty curricula vita (Volume II), a volume of course syllabi, and a list of proposed external reviewers (Volume III). A draft of the Self-Study was reviewed by

the Quality Assurance Office, the Dean of Science, and the Dean of the Faculty of Graduate and Postdoctoral Studies prior to submission of the final version.

As per Laurier's IQAP, the external review committee for the review consisted of two external reviewers from outside the university, and one internal reviewer from Laurier but outside of the department. The review committee was selected by the Program Review Sub-Committee on September 23, 2019, and the site visit was scheduled by the Quality Assurance Office for January 30 – 31, 2020.

The review committee consisted of Dr. Matthew Smith from the Department of Biology at Wilfrid Laurier, Dr. Michael Plyley from the Department of Kinesiology at Brock University, and Dr. Luc Tremblay from the Faculty of Kinesiology and Physical Education at the University of Toronto. During the two-day site visit, the review committee met with the following individuals and groups:

- Dr. Maureen Mancuso, Interim Provost & Vice-President: Academic and Dr. Kristiina Montero, Interim Associate Vice-President, Teaching and Learning
- Dr. Anthony Clarke, Dean of the Faculty of Science
- Dr. Douglas Deutschman, Associate Vice-President and Dean, Faculty of Graduate and Postdoctoral Studies
- Dr. Pam Bryden and Dr. Jennifer Robertson-Wilson, current and former Department Chairs
- Faculty from the Department of Kinesiology and Physical Education
- Undergraduate and Graduate students from the Department of Kinesiology and Physical Education
- Ms. Charity Parr-Vasquez, Director of the Office of Research Services
- Kinesiology and Physical Education administrative staff: Ms. Erin Campana and Ms. Connie Palenik
- Ms. Maureen Coulter, Academic Advisor and Dr. Paul Mallet, Associate Dean, Student Services
- Ms. Ruth MacNeil, Senior Administrative Officer, Faculty of Science
- Ms. Debbie Chaves, Liaison Librarian and Mr. Scott Gillies, Associate University Librarian

In addition to the meetings listed above, the review committee also toured the following spaces:

- Research Laboratories in the Northdale building
- Teaching Laboratories in the basement of the Athletic Complex.
- KPE Offices on the 5th floor of the Bricker Academic building.

The review committee submitted their completed report on March 5, 2020. The executive summary from the report is provided below.

External Reviewers' Report Executive Summary

This report contains a review of academic programs (BKin, MKin, PhD) in the Department of Kinesiology and Physical Education (KPE) in the Faculty of Science (FoS) at Wilfrid Laurier University (Laurier). Three reviewers were on site on January 30-31, 2020 to meet with KPE students, staff and faculty, as well as FoS and Laurier staff and academic leaders.

The reviewers have deemed that Laurier's KPE programs are very well-designed, with clear enunciation of Program and Course Learning Objectives. The KPE programs are also well aligned with Laurier's Strategic Academic Plan, especially Pillars 1 & 2 (i.e., Advance Academic Excellence and Expanding Experiential Learning). In contrast, the reviewers noticed a need for KPE to increase its alignment with Pillar 3 (i.e., Enhancing Diversity).

With regard to the undergraduate program, since the last review (2012-2013), KPE discontinued its Hons BA and BSc programs and created a new BKin program. Considering the high admission requirements and high school average cut-offs for admission, the BKin program appears to be quite successful. KPE students report coming to Laurier due to an appreciation for the close-knit community, smaller city, and centralized campus. These students are also very satisfied with their training environment and experience. The BKin program offers multiple experiential learning opportunities (e.g., hands-on laboratories, including the new SynDavers; community leadership/ activities). Also, appreciable Library resources are available (e.g., in-class instructional support, workshops on reference manager software). The BKin learning objectives and assessment methodologies are relevant to the field of study. Importantly, at least 92% of KPE graduates are employed two (2) years after graduation and more than 80% of Laurier KPE students challenging the test from the College of Kinesiology succeed on their first attempt. Faculty and staff raised the challenges associated with the increasing and volatile size of the entering cohort as well as issues arising from course "hoarding". Students reported significant struggles due to the distinct increase in program demands between Year 1 & Year 2 as well as mid-term examinations taking place very early in the morning. Students also reported variability in the quality of the courses from year to year, which can be explained by the variable proportion of classes taught by full-time faculty. Also, there is an opportunity to strengthen the profile of KPE (i.e., relevant to Pillars 1 & 2 of the Strategic Academic Plan) by seeking a kinesiology accreditation from the Canadian Council of University Physical Education and Kinesiology Administrators (CCUPEKA).

With regard to the graduate programs, KPE officially launched its MKin degree in 2006, and PhD degree in 2015. Admission to both programs is competitive, with admission rates of approximately 50% of the applicant pools. Approximately 75% of the graduate students complete their degree within the expected timeline. Accordingly, many of them secure external scholarships. The evaluation methods in these graduate programs are appropriately employed to assess the acquisition of skills transferable to academic and non-academic career paths. The reviewers noted that the number of instructional courses required in the graduate degree programs were high relative to other kinesiology programs in Canada and that it might be advisable to place a greater emphasis on the research related to the graduate degrees' thesis/dissertation requirements.

KPE has dynamic and productive faculty members, with expertise in four general areas (socio-cultural; sport and exercise psychology; health, disability, and physical activity; physiology, biomechanics, and motor control). The number of KPE faculty members is sufficient to grow a focus on multi-disciplinary research, which could be achieved by bringing together all KPE research laboratories into the Northdale building. This investment would

facilitate cross-disciplinary collaborations, and enhance the chances of securing both infrastructure and external operating research funding. Considering the potential research opportunities and partnerships, plus community outreach activities, KPE has an outstanding research potential that should be protected, leveraged, and expanded.

Overall, the KPE programs are amongst the strongest at Laurier with strong students and a vibrant team of faculty members. There are significant opportunities to enhance the Department’s activities through minor refinements to the BKin program, placing a greater emphasis on research collaboration through the MKin and PhD degrees, and fostering multi-disciplinary research endeavours that include community outreach.

RECOMMENDATIONS AND RESPONSES

The External Reviewers’ Report included 12 recommendations, which have been listed verbatim below, followed by a summary of the program’s response, and the decanal response.

Recommendation #1: Perform a complete environmental scan as to how KPE could meet the criteria to secure CCUPEKA accreditation for the BKin program. Because of CCUPEKA’s requirements, this accreditation would contribute to further strengthening the alignment with Pillars 1 & 2 (Advance Academic Excellence and Expanding Experiential Learning).

Unit Response: The Department agrees that working towards meeting the criteria of CCUPEKA accreditation is a worthwhile endeavor. Currently, the BKin program meets all curricular requirements for accreditation in Kinesiology, which include offering a 40-credit (20 courses) program with specific courses (e.g., Anatomy, Physiology, Exercise Physiology amongst others), providing 96 hours of laboratory opportunities, and research related courses (e.g., Research Methods and Statistics). However, the BKin program does not currently meet the requirement that 75% of courses be taught by full-time faculty, as can be seen in Table 7A.iv from the Self-Study document. In 2018-2019, the percentage of full-time faculty teaching in the BKin program increased slightly as our enrolment numbers dropped, though decreased again in our most recent academic year, due to high enrolment numbers and several full-time faculty holding administrative posts or course remissions for research. Moving into the next several academic years (2020 and beyond), the Department expects to see the percentage drop as recent requests for a full-time hire were denied, along with the loss of a limited-term appointment. It is important to note, the BKin program would be much closer to meeting the requirements for accreditation if the first year intake numbers were held at 180 students, and with the addition of two full-time faculty members (i.e., convert the two limited-term positions the Department held in 2019 to tenure-track faculty members).

Table 7A.iv: Percentage of Undergraduate Intramural Course Sections Taught by Faculty of each Appointment Status Type

Academic Year	Full-Time Faculty	Limited Term Appointment	Contract Academic Staff	Total
2017-18	60%	17%	24%	100%
2016-17	74%	10%	16%	100%
2015-16	72%		28%	100%
2014-15	60%		40%	100%
2013-14	52%	7%	42%	100%
2012-13	48%	6%	46%	100%
2011-12	54%		46%	100%
2010-11	48%	4%	49%	100%

** Cross-listed courses counted with base course

CCUPEKA also offers accreditation in Physical Education and the BKin does not meet several aspects of the accreditation requirements. The BKin program is currently deficient in offering one of the four required courses in physical activity and movement related studies, nor do we offer a course in Growth and Development. Currently, the Department is not in a position to apply for accreditation in Physical Education and doing so would not be a priority.

In summary, the Department desires to apply for CCUPEKA accreditation in Kinesiology, but additional resources and stable student numbers are required in order to do so.

FOS Decanal Response: The Faculty of Science is fully supportive of the Department's desire to receive CCUPEKA accreditation in Kinesiology, but as a longer term goal given the fiscal realities both the Department and Faculty face. This issue, similar to those expressed below concerning faculty and staff resourcing, will be described and detailed within the Department's Integrated Plan which will present strategic goals within the context of budget plans.

Recommendation #2: Set and enforce a maximum number of entering students in Year 1. Work with the Dean and the Registrar to develop a plan of UG and graduate intakes that establishes steady state number expectations.

Response: The Department agrees that creating a plan, potentially one that includes different ways of ensuring the first-year intake does not go significantly above targets, would be useful. For the last several years, because of the large first year intakes, the Department has had to crisis manage the BKin program. Development of a plan for undergraduate enrolment in particular would be welcome. These discussions should occur with the Dean of Science and Admissions Office. Ultimately, however, admission targets are set by the Dean of the Faculty, and as such is very much out of the Department's control. Again, the BKin program would be much closer to meeting the requirements for accreditation if the first year intake numbers were held at 180 students, and with the addition of two full-time faculty members (i.e., convert the two limited-term positions the Department held in 2019 to tenure-track faculty members).

FOS Decanal Response: Under the current public model to recruit and admit students, it is not possible to establish a fixed maximum number of entering Year 1 students within the Ontario universities admission system. While the Dean's Office is responsible for establishing targets, this is done in consultation with the Department and the Office of Enrolment Services, and in particular the Assistant Registrar, Admissions. The minimum entering average of applicants is established annually based on the experiences of previous years' acceptances to achieve projected targets, but the Department appears to be a victim of its own success as the BKin program has become increasingly popular. Given this increasing popularity, the Department's Integrated Plan should articulate a path forward to capitalize on this success and support cohorts larger than their current proposed 180 cohort limit.

FGPS Decanal Response: Graduate admission targets are set jointly by the program, deans, and provost. It is much easier to regulate the number of graduate students than it is to control undergraduate students. Graduate Admissions are rolling and based on program review. Undergraduate admissions are made by modeling previous response rates and setting offers at a given level. It is impossible to predict exactly how many undergraduates

will choose Laurier. FGPS will work with the graduate programs in Kin if they are interested in changing program size.

Recommendation #3: Examine the issues presented by the increased UG intake, and request support to meet the program needs (e.g., Lab Instructors, TA support, expendables, scheduling, etc.).

Response: The Department agrees with the reviewers that examining the issues presented by the increased undergraduate intake is a worthwhile task. The Department has done this on a yearly basis and made requests for both limited-term and tenure-track positions. Partial support has been provided by limited-term appointments, though the Department was recently required to terminate one limited-term appointment. This current year, Chairs have been asked to create an Integrated Planning document that outlines needs and requests on a go-forward basis. The Department is hopeful that this Integrated Planning document will aid in advocating for additional support.

FOS Decanal Response: As noted above, the Department's Integrated Plan should articulate the process to maintain the delivery of their high-quality program within the means available to them, through either program adjustments and/or additional resourcing that may become available.

FGPS Decanal Response: As noted above, graduate admission targets are set jointly by the program, deans, and provost. FGPS is happy to support Kinesiology and the dean in setting graduate targets that meet their TA needs.

Recommendation #4: Review both the MKin and PhD course requirements, with the goal to reducing course requirements to be more in-line with other research-focused graduate programs in Canada. (Note: reducing the number of grad courses should also reduce the need to rely on directed reading courses, as well as the need to take courses at other universities though the Ontario Visiting Graduate Student Program).

Response: The Department understands the reasoning behind the reviewers' suggestion; however, the number of courses in the MKin is in-line with programs at McMaster, Waterloo, Western, and Toronto, which all require four graduate courses to be completed. The differences appear to exist in whether or not the "graduate seminar" is included in the mix of required courses. McMaster, for example, does not include a graduate seminar in their academic calendar program requirements, Waterloo requires a graduate seminar but does not count it as a course, and Western includes a graduate seminar as one of the four required courses. It should also be noted that our seminar course is low intensity (primarily attendance based and graded on a pass/fail) wherein all students are required to present their research once per year. Furthermore, there appeared to be a misinterpretation of the requirements for the number of required doctoral courses. Students are required to demonstrate that they have completed six graduate level courses in total across their Master's and Doctoral studies, with two courses being completed during their study period in the Laurier Kinesiology PhD program. For example, if a doctoral student entered our program having completed four graduate level courses in their Master's program (here or at another university), they would only be required to complete two courses during their doctoral studies. Any additional/necessary courses would be determined by the student's advisory

committee. We view this as a requirement that is in line with other research-intensive graduate programs. In sum, the Graduate Program Committee will examine and discuss the MKin and PhD course requirements over the upcoming year, with particular emphasis on the structure and administration of the graduate seminar. The Department also notes that our ability to offer graduate program courses is a challenge as resources must be diverted to the undergraduate program given the high enrolment.

FOS Decanal Response: The Department is very strongly encouraged to review its graduate course requirements for both its MKin and PhD programs for the reasons articulated by the Reviewers. Whereas the Department has cited examples of programs that appear to require similar course loads, there are others within the Ontario system that require less. Such consideration would provide more time for experimental research conducted by the graduate student (the true value of a thesis-based program) and the development of strong theses within the expected times to completion. A consequential advantage of reducing course requirements would be to relax the teaching schedule, which has been noted as a concern for the Department.

FGPS Decanal Response: FGPS shares the FoS view about required classes. Across the university, Laurier tends to require more courses in its MSc and PhD programs than many other comparable institutions. In research degrees, it is important that program requirements balance coursework with research. In general, I prefer to see fewer required courses. Instead, I think the student, their advisor and dissertation committee should make this decision based on the student's interests and background. The unit has demonstrated that their programs are not unusual relative to other comparators. As a result, there does not appear to be a compelling need to change the structure of the programs. I do think this question should be revisited every few years to make sure the program structure suits the needs of the program and its students.

Recommendation #5: Perform a space utilization audit, with the goal of maximizing research activities at Northdale and fostering cross- and multi-disciplinary collaborations. It would be ideal if all KPE faculty members and graduate students could be accommodated at this location. As well, developing the space could provide opportunities for research collaborations within KPE, and research synergies with other FoS departments. Overall, space usage at Northdale should be reviewed, rationalized, and optimized.

Response: The Department is wholly supportive of a space utilization audit to increase and maximize the research activities at the Northdale campus. As the Faculty of Science is responsible for the Northdale campus amongst others, the Department suggests that this be done in conjunction with the Dean of the Faculty of Science.

FOS Decanal Response: It is fully recognized that the use of the space available within the Northdale campus can be optimized. To this end, the Dean's Office is in the process of commissioning a space-audit, and for all other space available to the entire Faculty. In addition, action has already been initiated to relocate the labs of five faculty members from their offices in the basement of 232 King Street to an appropriate suite within Northdale.

FGPS Decanal Response: FGPS supports the idea of space audit. Research activity and graduate supervision are not equally distributed among all faculty members. It is important that highly successful and active faculty members of the graduate programs have adequate space for their graduate students.

Recommendation #6: Continuously assess the humidity levels in the Northdale building and act accordingly with regard to both the health and safety of the occupants, as well as the protection of the research equipment. Combined with R5, any renovations could be synergized with major external research funding endeavours.

Response: The Department agrees that humidity and temperature levels at the Northdale building are an issue for researchers. The Faculty of Science is responsible for managing physical aspects of the Northdale campus and is also aware of these issues. As the Department and the Centre for Physically Active Communities gain greater access to the Northdale campus, there are thoughts to re-initiate work on a large-scale infrastructure grant which could include renovations to the Northdale building. However, the Department considers the Northdale building to be substandard and unsustainable and is hopeful that the University would identify Kinesiology as an area of priority and invest in the building infrastructure that would sustain the world class research noted by the reviewers.

FOS Decanal Response: The Dean is working with the Assistant Vice-President: Facilities and Asset Management and staff to understand the longer-term plan for the Northdale Campus in relation to the opportunities for its use by the Department. In the mean time, effort will be made to manage the current HVAC issues associated with the building.

Recommendation #7: Arising from R5 & R6, the KPE Department should be encouraged to continue to seek funding (e.g., CFI), including research and community partners (e.g., Athletics), to support research space renewal that would also include research, teaching, and community outreach activities (e.g., CPAC).

Response: The Department agrees and, as noted above, is hoping to re-initiate infrastructure-related funding applications to support research space renewal, if properly supported by the university.

FOS Decanal Response: The Department is encouraged to include such initiatives within their Integrated Plan. Also, as noted above in response to Recommendation #6, the Dean is in consultation with the Assistant Vice-President: Facilities and Asset Management, the Provost, and the Vice-President Alumni and Development to address longer-term opportunities for providing state-of-the-art facilities for the Faculty of Science in collaboration with external partners.

FGPS Decanal Response: FGPS encourages the program work with Faculty of Science and the university to find ways to upgrade facilities. FGPS has very limited resources but would support such efforts in any that it can.

Recommendation #8: The Dean of the FoS and the KPE Chair should develop a long-term plan to stabilize the proportion of courses taught by full-time faculty members from year to year.

Response: The Department agrees that stabilizing the proportion of the courses taught by full-time faculty members is a worthwhile goal, although workload is mandated through the collective agreement. Equally, course remissions for high enrolment are mandated through the collective agreement. It is also important to note that four of our full-time faculty have cross-appointments with Health Science or Psychology. Nonetheless, there is

hope that the Integrated Planning process recently initiated (though currently on hold) will enable a productive conversation to occur between the Dean of Science and the Chair.

FOS Decanal Response: I strongly encourage the Department to include the longer-term planning for course management in their Integrated Plan.

Recommendation #9: The attrition rates in the BKin degree should be carefully monitored over the next few years to: a) examine whether there is a relationship with the intake numbers, and b) determine whether the students moving to another Laurier program are primarily driven by their career aspirations and not by a lack of quality in the BKin program.

Response: The Department agrees with the reviewers regarding monitoring attrition rates in the BKin program. Currently, the Department already monitors student progression each year in the BKin program. The Department will consider creating an exit survey for students who voluntarily leave the BKin program, but choose to remain at Laurier, to determine the reason for their program switch. Those who do not meet the continuation requirements for Kinesiology (i.e., do not meet GPA requirements), and thus switch to another program, will not be asked to complete a similar survey.

FOS Decanal Response: The Dean's Office will provide support, if necessary, to facilitate the development and implementation of these surveys.

Recommendation #10: Alumni surveys should be conducted annually, as per KPE's own recommendation (see p. 91, Self-Study).

Response: The Department agrees that annual surveys should be conducted with upper year students in the BKin program, which was articulated in the Self-Study document. Alumni surveys should also be created and then conducted annually. The Department aims to have the first alumni survey designed and ready to be released for the Fall of 2021.

FOS Decanal Response: As stated above in response to Recommendation #9, the Dean's Office will provide support, if necessary, to facilitate the development and implementation of exit surveys at both the undergraduate and graduate levels, as well as for alumni of the Kinesiology programs.

FGPS Decanal Response: FGPS supports the collection of survey data on current and former graduates of its MKin and PhD program. Graduate surveys may be able to inform discussions about required classes, space, and facilities (Recommendations #4 and #5 above).

Recommendation #11: With regard to future curricular developments (e.g., accredited co-op program, GDip), it is recommended that KPE either forego such developments at this point in time, or until it is determined: a) that KPE resources required to mount these new efforts are realized, b) how KPE could synergize these programs

with other Departmental activity, and c) what are the benefits these programs provide in achieving the vision of KPE.

Response: The Department agrees that we are not currently in a position to offer an accredited co-op program or the GDip program at this point, without additional resources. At this point, with the COVID-19 crisis, such efforts will have to be delayed for the foreseeable future.

FOS Decanal Response: Such plans for development of new programs should be addressed as longer-term goals within the Department's Integrated Plan.

FGPS Decanal Response: FGPS agrees with the unit that adding and/or innovating new degrees is not an appropriate short-term goal. Maintaining the success of its strong graduate programs is going to be key given the likely financial impacts of COVID.

Recommendation #12: In contrast to R11, to leverage the strengths of the BKin degree, consider building a Kin Minor (see p. 104 of the Self-Study). Opening up more Kin courses and making it possible for students outside KPE to get a minor would increase the number of non-KPE students that they teach, which would be viewed favourably by other stakeholder groups at Laurier, especially in the FoS. In addition, a Kin Minor could strengthen the case to secure additional resources (i.e., full-time faculty members and research space) and show how KPE is a "team player" (i.e., doing more "service" teaching). The possibility of other FoS students getting a Kin Minor would also increase the overall impact of the field at a time when our Canadian society is facing a physical inactivity pandemic.

Response: The Department understands that considering a Minor in Kinesiology could be worthwhile; however, mounting such an offering is completely dependent on resources and enrolment numbers. The notion requires further study by the Department. However, with the loss of a recent limited-term faculty member and no commitment to future full-time positions, the Department's ability to mount a Minor in Kinesiology is not a realistic goal in the current enrolment and faculty complement environments.

FOS Decanal Response: The Department is strongly encouraged to consider developing a Minor in Kinesiology as a longer-term goal of their Integrated Plan.

STRENGTHS OF THE PROGRAM(S)

Dean of the Faculty of Science: The major strength of the Department is that is comprised of dedicated and committed staff and faculty members who take great pride in the programming they offer. This is reflected in their approach to teaching and the level of experiential learning provided to their students. At the undergraduate level, the BKin program is multidisciplinary and provides a broad selection of integrated courses that cover aspects of human anatomy, physiology and movement, sociocultural aspects of physical activity and sport, and sport and exercise psychology. Additionally, students have the option of pursuing one of four optional concentrations. The program is extremely popular as a first choice amongst high school applicants and attracts top-quality students. Arguably, the program is a victim of its own success as it is becoming increasingly challenging

to not exceed registration targets. Similarly, both their MKin and PhD programs adopt the highly integrated and multidisciplinary approach and are highly popular, attracting graduates from within Laurier and beyond.

Dean of the Faculty of Graduate and Postdoctoral Studies: Both the MKin and PhD programs recruit very strong students. In the MKin program, the confirmation rate for students offered admission has risen from 83% to 93% over the last six years. For the other MSc programs in the FoS, the confirmation rate has been holding steady around 73%. That is strong evidence that students applying to the MKin are excited about the program and highly motivated to come to Laurier. The confirmation rate for PhD students in the FoS is around 88%, quite a bit better than the 68% observed across the rest of the university. Despite being a new program, PhD applicants to Kin confirm at 88% which matches the high conversion rate for other programs in the FoS.

OPPORTUNITIES FOR IMPROVEMENT AND ENHANCEMENT

Dean of the Faculty of Science: Given the attention that the Department pays to is programming, there are only minor areas that could be considered for improvements. These have been identified by the Reviewers, and have been addressed below. One particular issue that the Department should consider, and indeed one identified by the Reviewers, is the extent of the course work required in the thesis-based graduate programs. Given the expertise of the faculty advisors and the high quality of their research programs, graduate students would benefit greatly from having more opportunity and time to work on their thesis research, the true value of such graduate programming.

Dean of the Faculty of Graduate and Postdoctoral Studies: The graduate programs in Kinesiology are quite strong. In general, the program is well managed by a core group of highly successful and dedicated faculty.

SIGNATURES

Dr. Mary Wilson

January 29, 2021



Dr. Anthony Vannelli

March 1, 2021



Approved by Program Review Sub-Committee:

March 9, 2021

Approved by Senate Academic Planning
Committee:

March 23, 2021

Submitted to Senate (for information):

April 12, 2021

Implementation Report Due Date:

April 12, 2023

RECOMMENDATIONS PRIORITIZED FOR IMPLEMENTATION AND ACTION PLAN

The following Implementation Plan was created by the Dean of Science and Dean of the Faculty of Graduate and Postdoctoral Studies as part of the Decanal Response.

Recommendation to be Implemented	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date	Additional Notes
Recommendation #1: Perform a complete environmental scan as to how KPE could meet the criteria to secure CCUPEKA accreditation for the BKin program. Because of CCUPEKA's requirements, this accreditation would contribute to further strengthening the alignment with Pillars 1 & 2 (Advance Academic Excellence and Expanding Experiential Learning).	Department	Department and Faculty	2023	Integrated Plan
Recommendation #3: Examine the issues presented by the increased UG intake, and request support to meet the program needs (e.g., Lab Instructors, TA support, expendables, scheduling, etc.).	Department	Department and Faculty	For 2021/22 budget	Integrated Plan
Recommendation #4: Review both the MKin and PhD course requirements, with the goal to reducing course requirements to be more in-line with other research-focused graduate programs in Canada. (Note: reducing the number of grad courses should also reduce the	Department	n/a	April 2021	Integrated Plan

need to rely on directed reading courses, as well as the need to take courses at other universities though the Ontario Visiting Graduate Student Program).				
Recommendation #5: Perform a space utilization audit, with the goal of maximizing research activities at Northdale and fostering cross- and multi-disciplinary collaborations. It would be ideal if all KPE faculty members and graduate students could be accommodated at this location. As well, developing the space could provide opportunities for research collaborations within KPE, and research synergies with other FoS departments. Overall, space usage at Northdale should be reviewed, rationalized, and optimized.	Faculty	Faculty	May 2021	
Recommendation #6: Continuously assess the humidity levels in the Northdale building and act accordingly with regard to both the health and safety of the occupants, as well as the protection of the research equipment. Combined with R5, any renovations could be synergized with major external research funding endeavours.	Faculty	Faculty	May 2021	
Recommendation #7: Arising from R5 & R6, the KPE Department should be encouraged to continue to seek funding (e.g., CFI), including	Department/Faculty	Faculty	May 2021	Integrated Plan

research and community partners (e.g., Athletics), to support research space renewal that would also include research, teaching, and community outreach activities (e.g., CPAC).				
Recommendation #8: The Dean of the FoS and the KPE Chair should develop a long-term plan to stabilize the proportion of courses taught by full-time faculty members from year to year.	Department/Faculty	Faculty		Integrated Plan
Recommendation #9: The attrition rates in the BKin degree should be carefully monitored over the next few years to: a) examine whether there is a relationship with the intake numbers, and b) determine whether the students moving to another Laurier program are primarily driven by their career aspirations and not by a lack of quality in the BKin program.	Department	n/a	May 2022	
Recommendation #10: Alumni surveys should be conducted annually, as per KPE's own recommendation (see p. 91, Self-Study).	Department	Faculty	Open	
Recommendation #11: With regard to future curricular developments (e.g., accredited co-op program, GDip), it is recommended that KPE either forego such developments at this point in time, or until it is determined: a) that	Department	n/a	n/a	Integrated Plan

<p>KPE resources required to mount these new efforts are realized, b) how KPE could synergize these programs with other Departmental activity, and c) what are the benefits these programs provide in achieving the vision of KPE.</p>				
<p>Recommendation #12: In contrast to R11, to leverage the strengths of the BKin degree, consider building a Kin Minor (see p. 104 of the Self-Study). Opening up more Kin courses and making it possible for students outside KPE to get a minor would increase the number of non-KPE students that they teach, which would be viewed favourably by other stakeholder groups at Laurier, especially in the FoS. In addition, a Kin Minor could strengthen the case to secure additional resources (i.e., full-time faculty members and research space) and show how KPE is a “team player” (i.e., doing more “service” teaching). The possibility of other FoS students getting a Kin Minor would also increase the overall impact of the field at a time when our Canadian society is facing a physical inactivity pandemic.</p>	<p>Department</p>	<p>Faculty</p>	<p>April 2021</p>	<p>Integrated Plan</p>